

Adoption Through Collaborative Partnerships (ATCP) RFP # FAM-11-084

Contractor Name: _____ **From:** [Click here to enter a date.](#) **To** [Click here to enter a date.](#)

OVERVIEW OF GOALS, STRATEGIES AND OUTCOME MEASURES: INITIAL WORKPLAN**Goal:****Objective:**

Strategy	Evidence of Completion	Process Measure	Outcome Measure	Deadline	Person Responsible

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INSTRUCTIONS FOR COMPLETING OVERVIEW OF GOALS, STRATEGIES AND OUTCOME MEASURES: INITIAL WORKPLAN

Performance Measurement is a system for measuring the **results** of public programs. Performance measurement enables legislators, funding sources, and communities to know what impact the dollars have had i.e. ***what effect or change has resulted from dollars invested and how a person's life or community has been changed.***

Performance measurement starts with “the end in mind” e.g. what do you want to occur as a result of your service?

Performance measurement consists of:

Goals: Desired results in social health or well-being. Goals reflect the longer-term, global effects the program is intended to achieve. (e.g. To reduce child abuse and neglect.)

Objectives: A statement(s) describing what the project will achieve. Objectives are always measurable and should be:

- Specific
- Measurable
- Attainable/achievable
- Realistic
- Time-bound

Strategies: List the key activities proposed to achieve the goal(s) and objective(s) of the grant program.

Evidence of Completion: An observable result indicating the strategy was completed.

Staff Responsible: Indicate the staff or organizations responsible for carrying out each activity/initiative.

Process Measures: A process measure describes the conditions under which measurements will be made. This may refer to the timeframe and/or implementation of an activity/initiative, frequency, number of participants, etc. Process measures are *activity focused and contribute to outcomes*. They are not outcomes but rather outputs. (e.g. the number of home studies completed or the time to complete a home study.) Process measures *demonstrate both quantitative and qualitative* results that contribute to a higher level outcome.

Outcome Measures: the result of program operations or activities (strategies) or the effects produced by the program. Outcomes may be tied to a specific objective, or may be the cumulative result of objectives. Outcome measures can include research based instruments with demonstrated reliability and validity, statistics, interviews, observations, rating scales, surveys, focus groups, records, goal attainment, etc.